



RELEVANT UN STANDARDS OF CONDUCT

Standard 1 – Respect the Human Rights of LGBTI People at all times.

Standard 2 – Eliminate Discrimination against LGBTI People in the Workplace.

Standard 3 – Provide support to LGBTI People in the workplace.

COMPANY

Deloitte.

POLICY TITLE

Gender Expression and Transition Policy

ABSTRACT

Deloitte UK developed and communicated a gender expression and trans policy that reflected recent changes in the law, shifting demographics, and a desire to embrace trans and non-binary colleagues and clients.

POLICY DETAIL

The policy covers the level of support available to trans people at Deloitte UK, how to conduct the initial conversations, guidance for colleagues, the use of facilities, privacy, and more. It also includes the appointment of a personal champion at the partner or director level to help guide employees through the transition process and policy. The policy was developed in parallel to other trans inclusion activities and complements the support provided by the “GLOBE” LGBTI resource group at Deloitte UK.

Initial Conversations – Employees who are undergoing a transition or considering undergoing a transition are encouraged to discuss it with someone at Deloitte UK if they feel comfortable doing so. Team leaders, LGBTI resource group steering committee members, and dedicated “Respect & Inclusion Advisors” are mentioned as potential first points of contact and are equipped with information and access to specially trained members of Human Resources.

Primary Supporter/Champion - A partner or director-level “primary supporter” is selected by the employee and serves as the personal champion for the employee regarding their transition and guides them through the policy and process.

Developing a tailored plan for transition – The employee works with the primary supporter to develop a tailored plan for transition that includes:

- A list of stakeholders who will need to be aware of the transition and appropriate times for notification
- Key milestones for their transition, such as changing name
- Identifying and developing a stakeholder and support network
- Changes to internal systems such as benefits, SAP, Outlook, etc.
- And more



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Name change and pronoun use – The policy also outlines the timeline for when to use the appropriate new name and pronouns of the employee, subject to any regulatory considerations.

Guidance for colleagues – HR support, guidance and relevant training are provided to colleagues of the employee, in addition to the information around the trans community and gender transition, which is available to all employees through the Deloitte UK LGBTI resource group intranet.

Use of facilities – All employees are informed of their right to use the facilities in accordance with which gender they identify.

Time off for medical appointments/treatment – Guidance on absences for gender reassignment treatment and/or appointments is provided.

Privacy – Clear instructions regarding the right to privacy of trans status and previous gender identities.

Further support – Robust sources of support and information are provided, including connections to the LGBTI resource group and an LGBTI-friendly internal phone support line.

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DATE

December 17, 2019

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